



City of West Allis

Resolution: R-2018-0620

File Number: R-2018-0620

Final Action:

Sponsor(s): Administration & Finance Committee

OCT 0 2 2018

Resolution to approve the Total Benefit Package recommendation from the Employee Benefit Committee and creation or amendments of related Policies - #1410 - Total Benefit Package; #1412 - Holidays; #1413 - Health and Dental Insurance - Legacy Package.

WHEREAS, one of the recommendations of the Compensation and Classification Plan adopted by the Common Council through R-2017-046 and R-2017-0050 included directing the Employee Benefit Committee to partner with members of the West Allis Business Community responsible for or involved with providing employee benefits to review and develop recommendations relating to modifying the City's retiree health insurance policy so it is affordable and consistent with the strategic plan for the City; and developing a benefit plan to replace the City's various time off plans which moves toward a balance between fiscal responsibility and employee recruitment and retention and;

WHEREAS, the Employee Benefit Committee and citizens members met multiple times in 2017 and 2018 to accomplish this goal; and

WHEREAS, the Committee reviewed other communities' benefits; the City of West Allis employee survey regarding benefits; and employee input regarding policies, and crafted a draft plan which was shared with employees through department meetings, individual employee meetings, and other communications; and

WHEREAS, the Committee considered the feedback and suggestions from employees and updated the plan based on suggestions which were consistent with the goals for the Committee recommendation; and

WHEREAS, the Committee has finalized its recommendations and policies have been amended or created and now forwards its recommendations and related policies for consideration by the Common Council.

NOW, THEREFORE BE IT RESOLVED by the Common Council of the City of West Allis that the recommendations from the Employee Benefit Committee are adopted, Policy #1410 - Total Benefit Package is created; and Policies #1412 - Holidays; #1413 - Health and Dental Insurance - Legacy Package are amended.

BE IT FURTHER RESOLVED that the City Administrator, Human Resources and Finance Departments are authorized and directed to take appropriate action to implement such, including the creation and amendments of the above policies and identification of existing policies as being in the Legacy Plan and distribute to all departments, divisions, and offices.

ADOPTED

OCT 0 2 2018

APPROVED

10/9/18



Steven A. Braatz, Jr., City Clerk



Dan Devine, Mayor